

PAY DIFFERENTIAL 74
LOTTERY SALES INCENTIVE BONUS – UNIT 04 AND EXCLUDED EMPLOYEES

Established: 12/19/99

CLASS TITLE	CLASS CODE	CB/ID	DEPARTMENT
Rank and File:			California State Lottery (CSL)
Lottery Ticket Sales Specialist	9078	R04	
Lottery Ticket Sales Senior Specialist	9079	R04	
Excluded:			
Lottery Ticket Sales Supervisor	9080	S04	

RATE					EARNINGS ID
Quarterly Goals and Bonuses:					9G
Bonus Level	Level 1	Level 2	Level 3	Level 4	
% of Sales Goal Achievement	102%	105%	108%	112%	
Lottery Ticket Sales Specialist	\$300	\$600	\$900	\$1,200	
Lottery Ticket Senior Specialist	\$300	\$600	\$900	\$1,200	
Lottery Ticket Sales Supervisor	\$370	\$740	\$1,110	\$1,480	
The program offers four bonus level awards for sale achievement in three sales areas: Individual; Regional; and State. Bonus payments shall be made quarterly within sixty (60) days after the end of the goal quarter.					

CRITERIA	
1.	To be eligible, the employee shall be appointed to a classification stated above. Limited-term and retired annuitant appointments are included.
2.	The CSL Sales Incentive Bonus Program is based on sales achievement of Scratcher product only. Scratcher product sales are defined as only those packs of tickets that have been financially settled by retailers.
3.	<p>To determine sales goal for the Lottery Ticket Sales Specialist and Lottery Ticket Sales Senior Specialist, the market share of the regular retailer assignment is measured against the statewide total Scratcher Sales for the quarter.</p> <p>A Specialist may earn the individual bonus award if the employee works a single retailer assignment for a qualifying period. A Specialist may earn the regional bonus award if the employee works multiple retailer assignments in a single region for a qualifying period. A Specialist may earn the State bonus if the employee works multiple retailer assignments in multiple regions.</p>
4.	<p>To determine sales goal for the Lottery Ticket Sales Supervisor, the market share of the region is measured against the statewide total Scratcher Sales for the quarter.</p> <p>A Supervisor may earn the regional bonus award if the employee works the North or South region for a qualifying period. A Supervisor may earn the statewide bonus if the employee works both North and South regions for a qualifying period.</p>

5.	A part-time employee shall be eligible for a percentage of the bonus dollar amount consistent with the employee's time base. The qualifying period as defined below shall be prorated to the time base.
6.	To achieve bonus, the eligible employee shall satisfy the qualifying period as defined below, and work as sales area that achieves Scratcher product sales in excess of 102% of the "market shares" for the area.
	A qualifying period is defined as actually working a sales area a minimum of sixty-five percent (65%) of actual available work hours in a thirteen week (13) quarter excluding holidays and weekends. Vacation or sick credit shall not be substituted for actual time worked.
	Formula: 13 week quarter (91 days) less weekends (26 days) multiplied by 8 hours/day less holiday hours multiplied by 65% equals a qualifying bonus period.
	"Market share" is the percentage contribution of the employee's retailer assignment or region to actual statewide sales during the quarter ending one quarter prior to the goal quarter also identified as the "quarter before last."

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes (See #5)
SUBJECT TO QUALIFYING PAY PERIOD	Yes (See #6)
ALL TIME BASES AND TENURE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	No

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No
IDL	No
EIDL	No
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No